

KTVF/KXDF-CD/KFXF-LD
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS#	RS Information <i>(Copy relevant information from Section II of the Public File Report)</i>	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS
1	Walk-In/Self-Referral	No	
2	Internal Hire/Promotion	No	2
3	Employee Referral	No	5
4	Non-Employee Referral	No	1
5	KTVF Website Webcenterfairbanks.com Contact: Digital Marketing Manager (Marlene Phillips)	No	1
6	Alaska State Employment Services 675 7 th Avenue Fairbanks, AK 99701 (907) 451-2961 Contact: Director	No	
8	University of Alaska Fairbanks School of Journalism (Handshake) PO Box 756120 Fairbanks, AK 99775 (907)474-7761	No	
9	Alaska Broadcasters Association 700 W. 41 st Avenue Anchorage, AK 99503 (907) 258-2424 Contact: Cathy Hiebert	No	1
10	CareerPage.org National Alliance of State Broadcasters Association Contact: Cathy Hiebert	No	2
11	Facebook-KTVF page Contact: Digital Marketing Manager (Marlene Phillips)	No	
12	KTVF/KXDF Television Commercial	No	1
13	Monster.com	No	
14	Indeed.com <i>Posted automatically from Gray.tv/careers</i>	No	7
15	Gray TV/Careers Contact: Gray Corporate	No	1
16	Station Job Fair	No	
17	National Association of Black Journalists	No	1
18	NAACP of Fairbanks Contact: fairbanksnaacp.com	No	
TOTAL INTERVIEWEES			22

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	February 15, 2022 10:00 AM. KTVF's News Director provided a 45 minute introduction of our 3 television stations and presented open positions in an Alaska Division of Vocational Rehabilitation virtual job fair.
2	EEO Management Training	February 17, 2022. Office Managers participated the training webinar "The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Licensee, LLC" presented by Joan Stewart of Wiley Rein, LLP.
3	Participate in Events sponsored by Educational Institutions	February 21, 2022 3:00-4:30 PM. KTVF's News Director and Assignment manager spent the afternoon with Hutchison High School's audio/video program. KTVF shared experiences and answered questions to a group of students planning to further their education in order to obtain a career in broadcasting.
4	Participate in Events Sponsored by Community Groups	April 15, 2022 - KTVF's General Sales Manager/Station Manager, reviewed applications and participated in the selection of the 2022 Alaska Broadcasters Association Intern Grant recipients.
5	Participate in Events Sponsored by Community Groups	May 18, 2022 11:00 AM-1:00 PM. KTVF's General Manager, News Director and entire news staff provided hot dogs and drinks at a booth at the Fairbanks Community Food Bank Clubhouse. During this lunchtime public event, the station invited guests to meet our team, inquire about open positions and submit applications and resumes. The team served

		roughly 100 hot dogs to the general public and was able to inform community members about careers in broadcasting on opportunities with our stations.
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